

LEADERSHIP ACADEMY

International Pediatric Academic Leaders Association (IPALA)



Online Modules: March - October 2025

2 sessions per month: theory and reflections (approx. 1.5 hours each)

Module 1: Introduction. Key attributes of leaders, the challenges they face, their personal leadership journey, strategies they have found useful to be successful. Introduction to Mentorship Program. Finally, a brief overview of the global child health scene will be discussed.

Module 2: Managing self and others. Self-knowledge and self-awareness, communication skills, listening and responding skills, receiving feedback, insights into personal emotional intelligence and its development, time management, balancing rest with work expectations and promotion of wellbeing at the individual level. Developing insights into individual and group behaviours and responses, managing teams, influencing culture, giving feedback, performance management of high and low performing people.

Module 3: Financial literacy in medicine. Skills for managing personal finances, research funds, grants and private practice/departmental financial management. Developing a strategy and a subsequent business case, how to read a financial statement. This is particularly when negotiating with your Dean for resources, for work on Boards and Committees and for giving advice to governments.

Module 4: Advocacy in Child Health Leadership. Analyses of systemic inequalities in minority representation in positions of leadership within paediatric medicine and research. How to advocate for your patients and global health care changes.

Module 5: Being an effective academic. Leveraging roles for success in academia. Understanding the pressures of clinical service, research and teaching, developing strategies to manage the pressures of high expectations and high outputs, yet support and develop staff and teams. Succession planning and legacy.

Module 6: Educational Effectiveness. Understanding modern medical education principles, including self-directed learning, curriculum development, assessment principles, educational metrics. This will give a sound basis for education understanding.

Module 7: Research Enabling. Understanding modern research methodologies within the context of a paediatric academic. Key broad directions in child health research. Translating clinical and public health problems into research projects, effective research grant writing, key principles for publication success, developing research collaborations. Research quality, translation, equity, advocacy and impact.

Module 8: Conclusion and Debrief. Summary of the management and leadership program. What has worked, examples of personal change in the workplace as a result of this course, improvements.